

April 17, 2007

Dear Employer Sponsor,

As you may know, there has been ongoing discussion about a change in the VT State Apprenticeship Council ratio. Please accept this letter as an update about recent events in regard to this important issue.

During the last year, the VT State Apprenticeship Council had considered a change to the ratio. However, a formal ratio change requires a lengthy “administrative rules” process that could not have been completed during this legislative session.

At the March 26th State Apprenticeship Council meeting, the SAC voted to implement an alternative solution. For a period of 2 years, the State Apprenticeship Director will **routinely** allow ratio variances of 1 apprentice to 1 trade-qualified individual up to 10 apprentices. After the 10th apprentice, there would be no ratio variance granted and thus the ratio would be held to 1 apprentice to every 3 trade-qualified workers. In other words, with 10 trade-qualified workers, a sponsor could register 10 apprentices; to register the 11th apprentice, the sponsor would need 13 trade qualified workers. After the 2-year period, the SAC will assess the results and decide whether or not to proceed with the rule change process.

Please be aware that in order to take advantage of this change in the variance process, a sponsor must still write a letter that includes all 5 points normally required for a variance. The main difference is that any variance that falls within the 1 to 1 to 10 parameter will be approved, provided that all required information is detailed in the letter and there are no egregious safety concerns. If a sponsor wishes to have more than one apprentice to one trade-qualified worker, a variance would be necessary and would be subject to approval based on the merit of the variance request.

For your convenience, the reverse side of this letter includes the instructions for applying for a variance. As above, if the variance is 1 to 1 up to 10 or fewer, it will be approved. If it is more than 1 apprentice to 1 trade-qualified worker, it will be approved or denied based on the information contained in the request.

I know this can be a confusing issue. Please feel free to contact me if you have any questions. I can be reached by phone at 828-5082 or by email at pat.nagy@state.vt.us.

Thank you for your continuing support of this important program.

Sincerely,

Patricia K. Nagy, Director
VT Registered Apprenticeship Program

Obtaining a Ratio Variance

A firm applying to the Vermont State Apprenticeship Council for a ratio variance shall supply the Council with all information reasonably related to the request for a variance, including at least the following:

A letter from the firm summarizing:

- A. its recruitment efforts including, but not limited to, contact with their local Vermont Department of Labor Career Resource Center;
- B. the number of qualified journeymen and masters at the firm, the number of apprentices presently registered at the firm, the number of apprentices that can be expected to complete their training within one year and the number of apprentices that can be expected to complete their training within two years;
- C. a written statement from the sponsor indicating their safety record, including all recordable employee accidents, injuries and any VOSHA citations, for the previous three years;
- D. a written statement from the sponsor to the effect that the granting of an increased ratio variance will in no way adversely affect either the sponsor's ability to adequately train all registered apprentices or to provide for appropriate on-the-job supervision consistent with employee safety at all times; and
- E. the number of persons the firm wishes to register as apprentices in excess of the standard council ratio.